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Fifth Committee
Agenda item 137
United Nations common system

Draft resolution submitted by the Chair of the Committee following informal consultations

United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011 and 66/235 B of 21 June 2012 and its decision 67/552 of 24 December 2012,

Having considered the report of the International Civil Service Commission for 2012,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for 2012;[1]

3. *Notes* the decision of the Commission to conduct a comprehensive review of the compensation package for staff in the Professional and higher categories, and requests the Commission, in undertaking the review, to bear in mind the financial situation of the organizations participating in the United Nations common system and their capacity to attract a competitive workforce;

[1] *Official Records of the General Assembly, Sixty-seventh Session, Supplement No. 30* (A/67/30 and Corr.1).

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4. *Requests* the Commission to report to the General Assembly during the main part of its sixty-eighth and sixty-ninth sessions, in the context of its annual report, on the progress, preliminary findings and administrative aspects of the comprehensive review and to report to the Assembly as soon as possible but no later than during the main part of its seventieth session on the final conclusions and recommendations of the comprehensive review;

A. Conditions of service applicable to both categories of staff

1. Education grant

1. *Approves*, with effect from the school year in progress on 1 January 2013, the recommendations contained in paragraph 44 of the report of the Commission[1] and annex III thereto;

2. *Notes with concern* that the number of claims for the education grant has increased by 24 per cent system-wide since the last biennium review in 2010, resulting in a 35 per cent increase in the overall amount of education grant disbursed between 2009 and 2011;

2. Pensionable remuneration

Recalling its resolutions 45/242 of 21 December 1990, 47/203 of 22 December 1992, 48/225 of 23 December 1993 and 51/216 of 18 December 1996,

Takes note of the decisions contained in paragraph 59 of the report of the Commission,[1]

3. Standards of conduct for the international civil service

Recalling paragraph 78 of its resolution 65/247 of 24 December 2010, in which it requested the Commission to consider standards of conduct in the context of its 2011 programme of work,

Approves, with effect from 1 January 2013, the revised standards of conduct for the international civil service contained in annex IV to the report of the Commission,[1]

4. Mandatory age of separation

1. *Endorses* the decision of the Commission, as contained in paragraph 25 of its report,[1] to support the recommendation of the United Nations Joint Staff Pension Board to raise the mandatory age of separation to age 65 years for new staff of member organizations of the United Nations Joint Staff Pension Fund, effective no later than 1 January 2014;[2]

2. *Welcomes* the strategic review being undertaken by the secretariat of the Commission, in consultation with organizations and staff representatives, of the implications of applying the increased mandatory age of separation of 65 years to current staff members, and looks forward to considering the outcome of this review at its sixty-eighth session;

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[2] See *Official Records of the General Assembly, Sixty-seventh Session, Supplement No. 9* (A/67/9), para. 12 (b).

5. Contractual arrangements: review of the implementation of the three types of contracts and the phasing-out of appointments of limited duration

Takes note of the decisions contained in paragraph 104 of the report of the Commission.[1]

B. Conditions of service of staff in the Professional and higher categories

1. Base/floor salary scale

Notes that tax-related changes in the comparator country resulted in an increase of 0.12 per cent in the salaries of its officials compared with 2011 levels,

2. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, under which the Commission is requested to continue its review of the relationship between the net remuneration of United Nations staff in the Professional and higher categories in New York and that of comparator civil service (United States Federal Civil Service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

Reaffirms that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time, without prejudice to its future decisions,

3. Overview of mobility policies within organizations of the United Nations common system

Recalling its resolutions 65/248 and 66/235 A,

Takes note of the decisions contained in paragraph 169 of the report of the Commission.[1]